

Attendance: Mary Shaw, Mei Lin Tangalin, David Berrian, Evelyn Brom, Ward Urion, Freddie Moore, Erica Tucker, Martin Friedman, Brenda Sevilla, Eileen Aparis, Liezl Tomas Rebugio, Julie Nelson, Monica Anderson, Carole Bourree, Mary Flowers, Beverly Wong

Introductions were made by all present

Discussion: Where are we now? (individual comments)

A year ago UIR organized a meeting to provide a historical perspective of the work to Patricia McInturff who had recently been appointed director of HSD. A letter of UIR expectations for continued work and expectations was presented to Patricia at the meeting. The letter was revisited at the meeting the following points were discussed:

- Have these things been achieved? Do we want to revise goals?
- Patricia committed to attend Undoing Racism Training, there are opportunities in December – the dates will be provided to her.
- There was discussion around inviting Patricia and Joe to come back to a follow-up
- Discussion around revisiting the UIR principles – being more intentional about how they are incorporated into the work of HSD on a daily basis, review and revising, ensuring that people are really familiar with them. UIR principles are adopted in some areas – depending on management support in a particular division or unit but by in large they are not incorporated into day to day HSD work
- Climate was discussed – it was noted that while people's jobs are not literally on the line if they push this work – the reality is that people can be marginalized in many different ways. The repercussions are subtle and sometimes more difficult to pinpoint because they are masked.

The discussion was broadened to include observations about the training process the department is undertaking (based on the videos "Race the Power of an Illusion")

- Department has shown great interest in supporting the Mayor's initiative, some see the new model as a replacement rather than a part of UIR work.
- Training is hook, softer, more digestible for people
 - Should take advantage of this
 - Need to connect with UIR and market
- Just getting people talking is an important part of the overall organizing strategy
- Principles can be on paper, but their essence needs to be institutionalized
- Hierarchy is a method used to enforce racism, many of our practices including hiring – from the top to the bottom reinforce the perpetuation of racism. Hiring or appointing employees who buy in, further solidifies these practices.
- At some point, we should have a dialogue with Patricia and ultimately the Mayor to discuss what the principles mean and the history and intent of how they can be used to address institutionalized racism
- Currently, every manager sets up 3-4 performance objectives and one relates to racism. This is a good thing, but again it must be real and true to the intent of undoing institutionalized racism – not just diversity and cultural sensitivity.
- Is it possible to do 360 evaluation by supervisors and open dialogue to evaluate them? UIR (accountability) goes both ways (top-down and bottom-up)
 - Some offices have done this in past
 - Would need some way to treat situations of opposition
 - Promotes good relationships, morale
- Best thing is to model what could happen
- Come up with list of specific things we want to make happen
- Want Patricia and Katia Blackburn to attend UIR trainings, possibly December
- Some things to consider if we meet with Patricia?
 - Possibly meet with her before the all-staff meeting for the department training to give her the opportunity to understand how UIR has functioned and it's impact at HSD and in the community
 - Can talk about spirit of principles
 - We should look at Race and Social Justice workplan